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**CAPITAL LETTER:**

# LBJ's Chief Talent Scout

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By RUTH MONTGOMERY

WASHINGTON: One of the most powerful men in America is a professional personnel man who has played a key role in filling a hundred top-echelon government positions during the past five months.

John W. Macy's job is unique in the annals of our history. As chairman of the Civil Service Commission he already presided over a vast army of career employes when President Johnson gave him a second hat as chief talent scout for the Administration.



If you want a job with the Great Society, Macy is the man to see, but some 20,000 dossiers are already on file and applications are arriving at the rate of 25 a day. How does he weed out the chaff and find the kernels whose names make the headlines as Presidential appointees?

The handsome, 48-year-old dynamo explains it this way: "I assemble a profile on the vacancy to be filled. After studying the qualifications needed for the post, I run the 20,000 punch cards through for those skills and characteristics. When I have assembled some likely prospects I telephone their former associates and employers, to check ability."

And then? "Then I give the President summaries of three or four qualified candidates, and recommend the one I think is best suited. If he agrees, we run a full FBI field check before settling on the nominee."

Macy says LBJ is "absolutely remarkable" in finding time personally to interview virtually everyone he proposes for Presidential appointment.

Macy confides that when he suggested Vice Admiral W. F. Raborn Jr.

for director of the Central Intelligence Agency, Johnson was "very intrigued" by the idea. "Since the President was deeply involved in the missiles program as Vice President, he already knew and admired Raborn, but he personally reviewed his background and even read a book which I took him on the Polaris program and Raborn's part in it."

Confirming that LBJ heartedly dislikes advance leaks about his appointees, Macy says: "He is very firm in his belief that those of us handling the job should avoid communication with the press about prospective nominees."

A former personnel and executive officer in the Atomic Energy and Civil Service Commissions, Macy returned to his alma mater as executive vice president of Wesleyan University during the Eisenhower Administration. JFK recalled him to service as chairman of CSC in 1961, but in those days patronage was dispensed and top jobs filled through Attorney General Bobby Kennedy and White House aides. It was President Johnson who upped Macy to the highest pinnacle ever occupied by a professional personnel man.

Macy denies reports that the Administration has been particularly troubled by "Kennedy men" leaving high office. He says that "most have stayed on and the transition has been remarkably smooth."

Even judges and ambassadors are first cleared by Macy before a Presidential appointment is made, and he "tries to talk personally with all of them" before recommending their names to the President.

"Only 15 or 20 top vacancies still remain," he says, but: "That doesn't mean there won't be plenty of others occurring in this ever-changing world."

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